



Connecting High School Graduates with Jobs

Caroline County Hiring Event May 2019

Why?

- × Started with a question from a local business, “How many high school seniors don’t go to college or military, and how can we get them into the workforce right after graduation?”

What?

“The Jobs Are Here!” Hiring Event

Hire or pre-screen ready-applicants for your jobs. Provide new entrants into the workforce with employment opportunities as soon as they graduate high school in the beginning of June.

“The Jobs Are Here!” Hiring Event

Facilitated by Caroline County Economic Development and Caroline County Public Schools

WHO: Specific applicant pool – graduating Caroline County High School seniors who are not going off to college or joining the military; approximately 75 graduates

WHEN: May 23, 2019, 8:30 a.m. to 10:30 a.m.

WHERE: The General James F. Fretterd Community Center, 107 South Fourth St, Denton, MD

GOAL: Hire or pre-screen ready-applicants for your jobs. Provide new entrants into the workforce with employment opportunities as soon as they graduate high school in the beginning of June.



Who?

- Arcadia of Denton
- Benedictine
- Burris Foods
- Caroline County Government
- Caroline County Public Schools
- Chesapeake Building Components
- Dart Container
- Lywood Electric
- Maryland Plastics
- Maryland Rural Development Council
- Medifast
- Shoreline Vinyl
- Turnbridge Point
- Unisite Design
- United States Postal Service
- Walmart
- Warwick Fulfillment
- YMCA

How?

- × Identified the types of partners (CCPS, Businesses, County Econ Dev) and understood the correct communication for engaging the partners.
- × Built upon established partnerships with Caroline County Public Schools, Caroline County Economic Development, and Caroline County Recreation and Parks.
- × School counselors worked to prepare students with resumes, and an understanding of what expect that day.



Process

GOAL: Hire or pre-screen ready-applicants for current jobs. Provide new entrants into the workforce with employment opportunities as soon as they graduate high school in the beginning of June.

VISION: students complete applications on-site, possibly interview on-site and receive job offer

Modeled after experiences with job fairs and youth oriented career fairs. Took what worked and applied to to Hiring Event - always keeping goal in mind



The Event Itself

- × The school system provided bussing to the event at the Fretterd Center, which is the headquarters of Caroline County Recreation and Parks.
- × School Counselors and other staff provided support to students with job application completion, and direction to employers.



Lessons Learned

Timing of event -- find a balance between last of school activities and availability to work

Better communication to students of the TYPE of work (not just job titles and job descriptions)

“Kids weren’t prepared” - what does “prepared” mean to students, to school, and to businesses

To email or not to email... Students use text, business uses email.



Lessons Learned

Timing is key, both for employers, and for graduating seniors.

- Too early, students cannot fill positions that are needed immediately
- Too late, the students have too many school functions (final exams, etc.)



Feedback

"I was particularly impressed with how all the students came prepared with completed resumes and many came dressed in interview attire," Samantha Basham, Chesapeake Building Components, Easton MD

"We offered a couple of positions to students," Brian Byrnes, YMCA Caroline County

Help students obtain deeper understanding of engaging in the business world. Many students did well with handshake and eye contact, but they were still a little lost on how to continue to introduce themselves to a potential employer. Michelle Anders, Dart Container



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